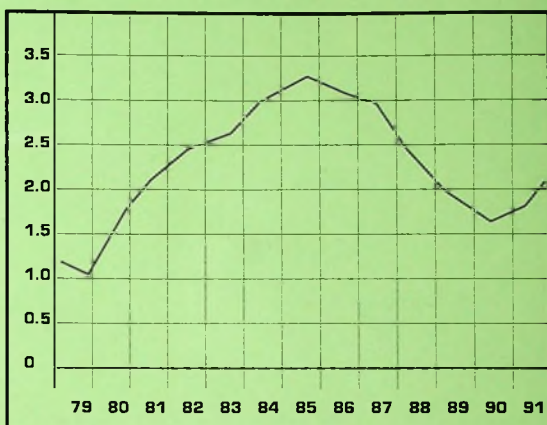


Full Employment Reality or Myth?



Manifesto for jobs

**within a Political Commitment
to Full Employment**

INTRODUCTION

1. T.U.C. registered Centres for the Unemployed

At the 1981 T.U.C. Conference, the General Council fully supported a motion that registered 'its disapproval of the unacceptable level of unemployment' and to support 'the creation of more Unemployed Workers' Centres by TUC Regional Councils and trades councils under the auspices of the General Council, with trade union donations and the participation of the unemployed, and to propagate policies for full employment.' T.U.C. Conference Report; 1981)

At the present time there are 128 TUC registered Unemployed Workers' Centres in the U.K. The Centres are situated in most areas of the country but they are most densely located in areas of high unemployment - Scotland, Northern Ireland, the North West, the North East, South Yorkshire, the Midlands and London. The Centres provide a range of services for people out of work, including welfare rights advice, education courses, social and recreational facilities.

2. National Unemployed Centres Combine. (N.U.C.C.)

The N.U.C.C. is an informal grouping of T.U.C. registered Centres which have the objectives of not only highlighting the impact of unemployment on individuals, families and communities but also developing and promoting economic policies whose starting point is that full employment is possible. The Charter For The Unemployed was the focus for nation wide publicity and started with the following declaration.

"There is a rottenness at the core of our economic system called unemployment. It affects all people because it splits society up into those on the inside and those on the outside. The Charter addresses all people, but speaks on behalf of those on the outside, the unemployed, the low paid, and those who are discriminated against. Any society that calls itself civilized cannot push such a large proportion of its people into poverty. Unemployment is the personal suffering and isolation which mirrors public squalor and private affluence. The Charter gives a number of broad areas in which jobs can be created and the quality of many people's lives improved."

3. The European Network of Unemployed

It is estimated that 51 million people live in poverty in the European Community. Despite these figures the European Commission's Social Charter fails to mention unemployment - the single largest cause of poverty in the Community. Furthermore, increased unemployment, both in traditional industries and peripheral economies will undoubtedly be one of the major effects, at least initially, of the Single Market. There is little optimism that the causes and results of the scale of unemployment will be adequately addressed. This is despite the Treaty of Rome, (Section 104), stating:

"Each member State shall pursue the economic policy needed to ensure the equilibrium of its overall balance of payments and to maintain confidence in its currency, while taking care to ensure a high level of employment and a stable level of prices."

The European Network of Unemployed now involves organisations working with unemployed people from 9 countries and the remaining three countries in the Community hopefully will send representatives to meetings in the near future. Although unemployment is initially a personal and often a local experience, the wider response needs to be collective action, which can only be strengthened by organising both nationally and internationally, to influence not only national governments but also the decision makers in the Community.

The Report of the Kreisky Commission on Employment Issues in Europe; 'A programme for FULL EMPLOYMENT in the 1990's', makes the point that:

"High unemployment is not really an economic problem, it is a political problem".

The Report goes on to say that high regional and structural differences in unemployment make it difficult to mobilize politically against unemployment and develop the economic policies for full employment.

4. The Impact of Unemployment

- (a) The Unemployed Centres have now spent a decade working with the causes and results of unemployment. There is a full appreciation of the link between unemployment and poverty, indeed the Child Poverty Action Group estimates that 59% of people living in poverty (below 50% average income after housing costs) are poor because of unemployment. Much work also has been done to draw attention to the increase in ill-health, both physical and psychological, that unemployment can engender.
- (b) The levels of unemployment are not uniform across the United Kingdom but continue to be endemically high in certain regions and sub-regions. A number of regional reports argue that without a change in policies both nationally and in the Community these economic disparities will not change but in some regions will worsen. The Cambridge Regional Economic Review, (1990), points out that:

"Regional divergence in economic performance, which accelerated during the 1980s, is expected to continue in the 1990s with no overall substantial improvement in the North-South divide."

The Unemployed Centres are disillusioned with the free market's inability to answer the employment needs of the country. They despair at the personal suffering brought about, as unemployment levels continue to be used as one of the main mechanisms to control inflation. The unemployed seem to be our society's scape-goat for its economic ills.

The Unemployment Unit, an independent pressure group, estimate the cost to the exchequer of unemployed benefit claimants during 1989-90 was £13,347.4 million. This is equivalent to £8,296 for each unemployed claimant and does not take into account the costs of estimated lost production. The Centres believe that this level of expenditure could be constructively directed to creating jobs.

- (d) It needs to be recognised that unemployment is an even greater burden on people who are still discriminated against in the labour market, including people from ethnic minorities and disabled people.

Nearly fifty years ago Sir William Beveridge wrote in 'Full Employment in a Free Society':

"The economic problem is that of doing deliberately in peace that which we are forced to do in war - of creating a community in which (people) have value. The psychological and political problem is that of persuading the people that this can be done. They need no persuading that it ought to be done."

He also made the point:

"The details of finance are complicated. The main principles which should govern national finance in future are few and simple. The first rule is that outlay in total, private and public, must always be enough for full employment. The second rule is that outlay, both private and public, should be directed by social priorities, putting first things first, the prevention of Want, Disease, Squalor and Ignorance before unessentials-bread and health for all before cake and circuses for anyone. The third rule is that in general it is better to tax than to borrow. But it is absurd to be unduly afraid of borrowing by the State. To submit to unemployment or slums or want, to let children go hungry or sick and old untended, for fear of increasing the internal national debt is to lose all sense of proportion."

Recognising that some of the language is directed at the major social ills of that period and that economics has now dimensions not envisaged in the 1940s, the Unemployed Centres hold that Beveridge's central premise is correct; that economics and economic management must start with the welfare and well-being of all our citizens.

MANIFESTO FOR JOBS

SUMMARY

- * There is general recognition that without a change in economic policies in the United Kingdom unemployment will remain high throughout the nineties.
 - * It is estimated that the cost to the exchequer of unemployment benefit claimants during 1989-90 was £13,347.4 million--equivalent to £8,296 for each unemployed claimant.
 - * Policies for full employment will not only have a national dimension but will have to be framed in the context of the evolving Single European Market and wider international trading agreements.
 - * The Manifesto for Jobs outlines broad areas of economic and social management. However the Unemployed Centres hold that unemployment is not just an economic problem, it is a political problem, involving choices about the kind of society we want to live in.
 - * The Unemployment Unit which measure unemployment on an unchanged pre-1982 basis estimates 2,962,300 people out of work - a rate of 9.9% (January 1991).
1. GOVERNMENT'S RESPONSIBILITY will be to plan for productive employment and to ensure that job opportunities are stable and high enough for full employment. This means that there should be more vacancies than people looking for work, with demand and supply being related qualitatively as well as quantitatively.
 2. GOVERNMENT'S ROLE must be to provide the economic and social framework which ensures adequate outlay to maintain demand for goods and services and hence employment opportunities.
 3. WORK CULTURE needs a fundamental shift from services to industry. Government policies should support an expansion of the manufacturing base.
 4. THE PUBLIC SECTOR is an employment growth area, where increased investment will reflect a more caring, and environmentally conscious society.
 5. FULL EMPLOYMENT POLICIES must specifically address the geographical distribution of unemployment with key instruments being investment and planning.
 6. LABOUR MARKET POLICIES will have to take into account that increasingly jobs will be not only full-time, but part-time; job-shares; flexible hours; and so on, in the context of increasing female participation.
 7. EQUAL OPPORTUNITIES needs to be part of a strategy for creating full employment. Alongside job creation there has to be support programmes and legislation to combat the wide spread discrimination that exists in the labour market.
 8. HUMAN RESOURCE INVESTMENT is needed with well funded routes into education and quality training structures which would be part of a well resourced employment service. There always needs to be a clear linkage between training provision and available or potential jobs.
 9. ADEQUATE BENEFITS for a decent standard of life must be part of a new qualitatively improved welfare system for the next decade.
 10. ECONOMIC PLANNING for full employment needs a consensus involving government, trade unions, and employers within the fiscal and monetary discipline of the E.R.M. and possible future E.M.U..

FULL EMPLOYMENT --- REALITY OR MYTH?

MANIFESTO FOR JOBS WITHIN A POLITICAL COMMITMENT TO FULL EMPLOYMENT

INTRODUCTION

The Manifesto for Jobs is not a manifesto in the party political sense but a discussion document, with policy ideas from a number of sources, whose common theme is a belief that full employment is achievable and necessary as a political and economic goal. It is also to answer criticisms that so much debate on unemployment is long on analysis but short on solutions. The Manifesto is to be debated, changed, and expanded building on the Charter for the Unemployed which has had so much support, not only in the Labour and Trade Union Movement but also among the general public.

The Unemployed Centres hold that it is a government's responsibility to plan for productive employment and to ensure that the demand for labour be stable and high enough for full employment. In effect this means that there should be more vacancies than people looking for work, with demand and supply being related qualitatively as well as quantitatively. The demand for labour will only be sustained at the required level for full employment if the State ensures adequate outlay to maintain demand. This would involve raising the standard of living for all by increasing the purchasing power of consumers - a redistribution of wealth; investment in the collective needs of society - infrastructure renewal; education and training; research and development, the welfare state, and so on. There must be investment in re-equipping and modernising industry; regenerating and expanding the industrial base in order to reduce the trade deficit and have a more balanced trading account; and significantly ensuring that industry is located in areas of the country where jobs are most needed. This last point could involve powers to control the location of industry within a legal framework for private sector policies. The organisation of the labour market and labour market information must reflect the needs of individuals, employers and the complex working of a modern economy.

THE MANIFESTO

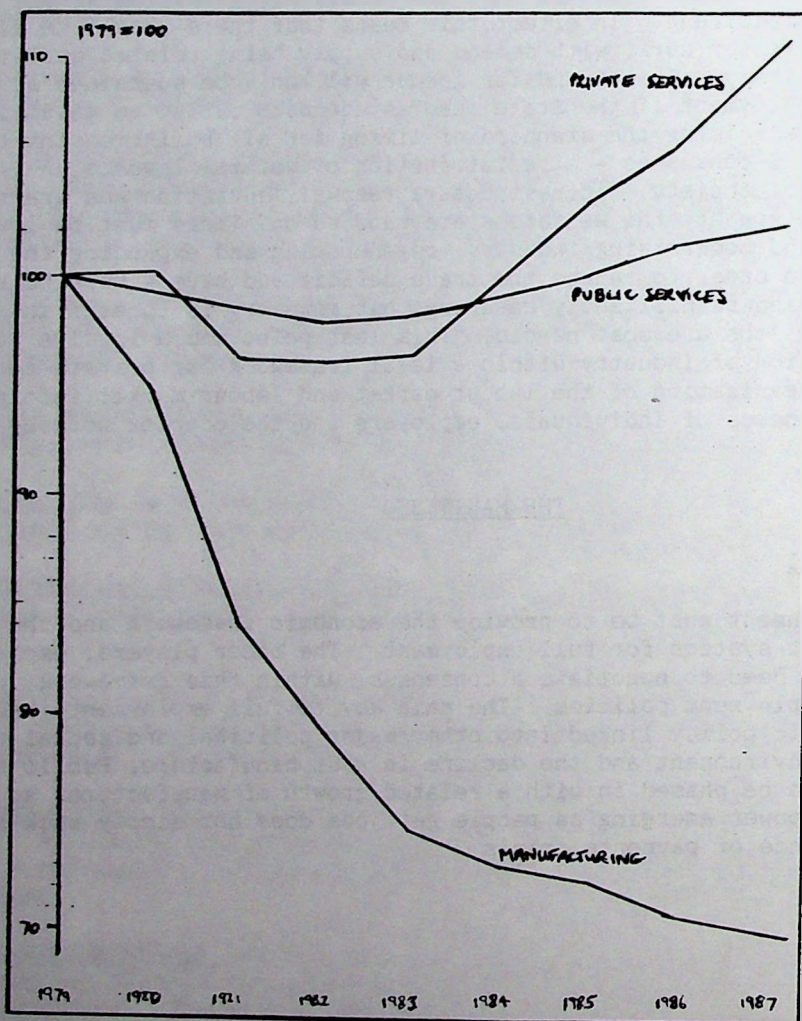
ROLE OF GOVERNMENT

The role of government must be to provide the economic framework and the financial and fiscal support systems for full employment. The other players, employers and trade unions will need to negotiate a consensus, within this framework, on the ground rules for full employment policies. The main key to full employment, however, is government economic policy linked into other major political and social concerns such as, care of the environment and the decline in arms manufacture. Public sector expansion needs to be phased in with a related growth of manufactures so that the greater spending power emerging as people get jobs does not simply suck in imports and create a balance of payments crisis.

LABOUR MARKET CHANGES

The deep structural changes in the economy have greatly influenced the employment patterns of the past decade; the rapid decline of manufacturing employment, especially in the regions; the static employment in public services; and the almost exponential increase in employment in private services. (see Figure 1). The collapse of our manufacturing base with its parallel loss of jobs is of great concern. The private service sector, which has gone some way in filling the gap in wealth creation and employment, has the potential for rapid contraction given an adverse economic climate.

Figure 1. GB Employment by sector 1979-87 source DE Gazette



There are a number of reasons for these structural changes and some of the most outstanding could be outlined as follows :-

- *** technological advances requiring less workers with a potential to turn out greater production levels;
- *** restructuring and weakening of the older labour intensive industries;
- *** export of capital on an unprecedented scale seeking higher returns on investment abroad;
- *** the rules of the European Community which prohibits subsidies for some industries mainly the older and more traditional industries like coal, steel and shipbuilding.

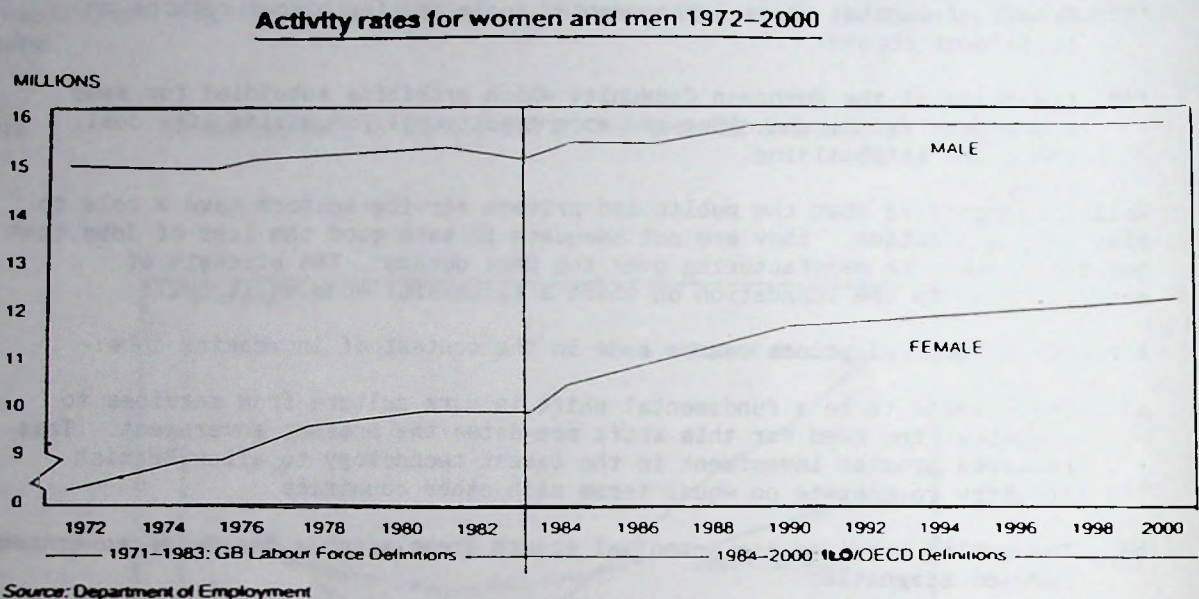
Whilst recognising that the public and private service sectors have a role to play in job creation, they are not adequate to make good the loss of jobs that has taken place in manufacturing over the past decade. The strength of manufacturing is the foundation on which a successful economy is built.

A number of general points can be made in the context of increasing jobs:-

- a) There needs to be a fundamental shift in work culture from services to industry; the need for this shift pre-dates the present government. This requires greater investment in the latest technology to allow British industry to compete on equal terms with other countries.
- b) The public services are potential growth areas after a decade of government induced stagnation.
- c) The situation demands quality training and re-training to meet the needs of a modern economy.
- d) Future job patterns may alter with a rise in part-time, job shares, and a greater participation of women in the workforce. (See figure 2) New work patterns and flexibility in working times may become a necessity and would need to be worked out with full consultation of the work-force and their relevant trade union.
- e) A reduction in the need for overtime working and a progressive reduction in the length of the working week hold out possibilities of greater employment potential.

- f) It is estimated that the cost to the exchequer of unemployed benefit claimants during 1989-90 was £13,347.4 million--equivalent to £8,296 for each unemployed claimant. This cost does not take into account the level of lost potential production nor other social costs due to unemployment, such as increased vulnerability to ill-health.

Figure 2.



GEOGRAPHICAL DISTRIBUTION OF EMPLOYMENT AND UNEMPLOYMENT (See Table 1 and Table 2)

The free market economy is patently not answering the employment needs of Britain as a whole. The regional disparities in levels of employment/unemployment although by no means a simplistic "North-South divide" do however require attention as part of a national economic strategy. The Department of Land Economy at Cambridge has forecast that more than one million manufacturing industry jobs will be lost under existing government policies even before the economic recession is taken into account.

Projections show manufacturing employment falling by 23% in the North West, by 22.5% in Scotland and Northern Ireland, 21% in the North and 16% in the West Midlands over the next decade. The Cambridge Study concludes that the West Midlands car industry is "fragile"; that industry in Yorkshire and Humberside is "comparatively weak"; that the North East is under threat, and that Scotland is vulnerable through peripherality and the closure of branch plants. "It has to be accepted" the report continues "that these initial (job) losses are likely to be unevenly spread across the regions.... Nor is there any guarantee that the jobs eventually created (after 1992) will emerge in areas with high unemployment". Given that such regional variations exist, and are likely to continue to exist countervailing actions need to be taken. Economic Regeneration Areas (ERA) should be designated with an accompanying package of measures to support both the public and private sectors.

Table 1 Employment ⁽¹⁾ projections for standard regions

(percentage change in employment over the period)

	1971- 80	1980- 89	1989- 2000
South East	+ 2.1	+ 7.6	- 0.4
East Anglia	+ 16.3	+ 14.0	+ 10.5
South West	+ 16.1	+ 13.4	+ 4.6
West Midlands	- 0.4	- 3.4	- 2.6
East Midlands	+ 12.5	+ 5.6	+ 4.4
Yorkshire & Humberside	+ 3.5	- 3.7	- 1.6
North West	- 2.9	- 5.3	- 6.5
North	- 1.9	- 6.6	- 6.3
Wales	+ 4.1	- 1.0	- 2.2
Scotland	+ 4.0	- 4.2	- 4.1
Northern Ireland	+ 5.8	- 2.5	- 5.9
UK	+ 3.4	+ 2.2	- 1.0
Southern regions	+ 5.2	+ 9.1	+ 1.3
Midland regions	+ 4.2	- 2.1	- 0.3
Northern regions	+ 0.7	- 4.4	- 5.2

(¹) Includes the self employed

Source: Department of Employment and PACEC model

Table 2 Regional labour supply and unemployment projections.

	1971	1980	1989	1995	2000
Southern Regions					
Total population (m)	22.9	23.2	24.1	24.8	25.4
Population of working age group (m)	13.8	14.2	15.2	15.4	15.7
Activity rate (%)	75	77	80	81	81
Labour force (m)	10.4	11.1	12.2	12.4	12.6
Numbers unemployed (000's)	175	354	505	598	767
Unemployment (%)	1.7	3.2	4.1	4.8	6.1
Midland Regions					
Total population (m)	13.7	13.9	14.1	14.4	14.6
Population of working age group (m)	8.2	8.6	8.9	8.9	9.0
Activity rate (%)	74	75	74	74	74
Labour force (m)	6.0	6.5	6.6	6.6	6.7
Numbers unemployed (000's)	157	314	457	544	634
Unemployment (%)	2.6	4.9	7.0	8.2	9.5
Northern Regions					
Total population (m)	19.3	19.1	19.0	19.1	19.1
Population of working age group (m)	11.3	11.7	11.9	11.7	11.7
Activity rate (%)	74	75	73	73	73
Labour force (m)	8.4	8.7	8.6	8.5	8.5
Numbers unemployed (000's)	328	607	847	1014	1157
Unemployment (%)	3.9	7.0	9.9	11.9	13.7
Difference in unemployment rate between Southern and Northern Regions.	2.2	3.8	5.8	7.1	7.6
Unemployment relative Northern Regions if Southern Regions = 100	229	219	241	248	225

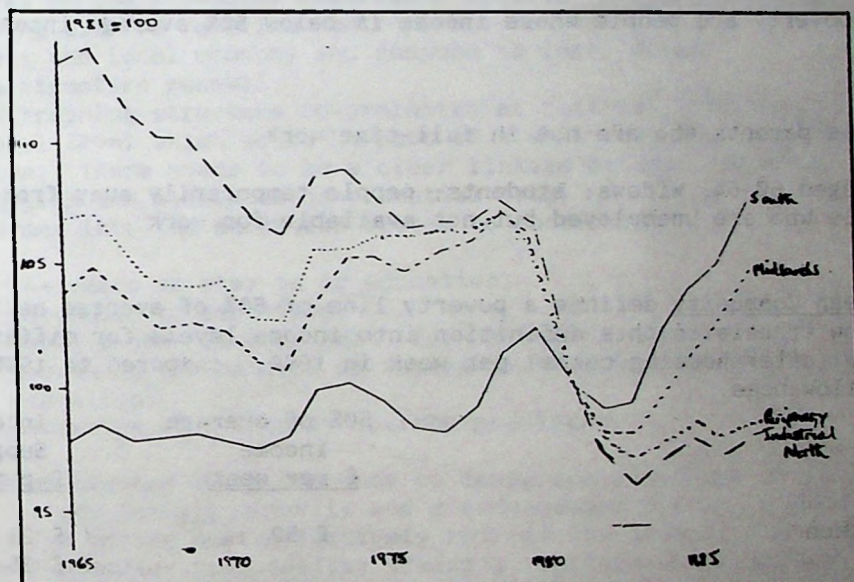
(Source: Cambridge Regional Economic Review, 1990)

These could include:

- (a) targetted increases in central government grants to local authorities in the E.R.A.s; particularly to improve local infra-structure.
- (b) the rebirth of integrated regional policies with criteria of job creation, location encouragement, potential new growth industries, and requiring long term commitment to the region;
- (c) the identification and support for local catalyst projects in the E.R.A.s, within the wider context of national infrastructure investment, especially recognising the need for fast, efficient, and cheap transport links to major national and international markets, particularly in Europe
- (d) the setting up of local venture capital companies, having the aims and objectives of the Enterprise Board model, to assist the expansion of existing local firms and the birth of new enterprises including worker cooperatives and community businesses.
- (e) investment in training and education expanded with extra resources into the depressed regions.

Figure 4.

GB Total employment 1965-87 (sources NIERC. DE Gazette)



The above policies would aim to begin the regeneration of local economies in decline but would be in the context of a larger, long-term, strategic model for full employment (see Figure 4). The policy options set out below are from a number of sources that also argue, given the political commitment, a strategy for full employment can evolve.

SHORT TERM

1. BENEFITS

Table 3.

The risks of poverty by economic status in 1987

Unemployed	59%
Single parents *	58%
Sick/disabled	32%
Pensioners	25%
Full-time workers	8%
Others **	32%

Those in poverty are people whose income is below 50% average income after housing costs.

* Single parents who are not in full-time work.

** Men aged 60-64; widows; students; people temporarily away from work; carers; people who are unemployed but not available for work.

The European Community defines a poverty line of 50% of average national income. The table below translates this definition into income levels for different family types in Britain (after housing costs) per week in 1990, compared to 1990/91 Income Support allowances.

	<u>50% of average income £ per week</u>	<u>Income Support £ per week</u>
Single Person	£ 52	(£ 28.80 (18-24 rate) £ 36.70 (25+ rate)
Couple	£ 96	£ 57.60
Single Person with 1 child (aged 3)	£ 69	£ 60.50
Couple with 2 children (aged 3 and 6)	£134	£ 89.65

(with thanks to the Child Poverty Action Group - "Poverty - The Facts" - C. Oppenheim)

The European Decency Threshold represents a "minimum wage" level - £170 for a 40.8 hour week. These figures show that benefit levels are far too low to take people out of poverty. To change this, not only are substantial increases in benefits necessary but also an integration of the tax/benefit system to eliminate poverty traps and high marginal levels of taxation for the poorest members of the community.

The European Decency Threshold is 68% of average full-time earnings which is regarded as a fair remuneration to achieve a decent standard of living.

Together with adequate benefits there needs to be a new qualitatively changed welfare structure for the next decade, removing policy tensions in the treatment of the so-called deserving and undeserving poor; contributory and non-contributory benefits. The Charter for the Unemployed calls for a non-discriminatory, non-means tested benefit payable to all, including 16 and 17 year olds. This means a standard rate for all claimants whether on Income Support, Sickness Benefit or Unemployment Benefit. The Social Fund needs to be replaced by a single payment system for necessary household needs. The importance of Child benefit must be recognised by raising its level. The impact of an increase in social benefit levels will be greatest in the areas of high unemployment.

2. LABOUR MARKET INFORMATION

Integrated national, regional, and local labour market data bases. The harmonisation of labour market data systems across the Single European Market.

3. PUBLIC EXPENDITURE

Immediate public expenditure increases. However it needs to be recognised that the public sector is different to a decade ago, being more fragmented. This is a direct result of government withdrawal from the public sector and therefore any attempt to expand the public sector will need both national and local co-ordination.

- (a) Removal of the financial restraints on local authorities together with an Enabling Bill to redefine their powers so that they can more effectively support the local economy and respond to local needs.
- (b) Infra-structure renewal.
- (c) A new training structure co-ordinated at national, regional, local and sectoral level which would be part of a well resourced employment service. There needs to be a clear linkage between training strategies and available or potential jobs.
- (d) Resources into the education system to encourage:
 - * 16+ years to stay on in education;
 - * returners to education;
 - * develop the '21 hour rule' for unemployed people;
 - * growth in the network of access courses to further and higher education;
 - * expansion of community courses provision.

Policy must be implemented which responds to demographic changes to provide greater accessibility for all minority and disadvantaged groups to enter the labour market. The policy must effectively redress the inequalities of access by providing, for example, good quality training, childcare for pre-school children, after school care and access for the disabled.

4 TRAINING

Legal requirements for companies to train. Training to be part of the collective bargaining procedures of Trade Unions. The TUC document 'Skills 2000' encourages this approach and is forward looking in its proposals for a new training structure.

5 CHILD-CARE

There should be legislation to ensure that both public and company based child-care facilities are available to all with child-care responsibilities.

6 REGIONAL POLICY

Immediate moves to devolve some political and economic powers to the nations and regions of the U.K., within a framework of national objectives. It does appear that there needs to be both an economic and political counter-balance to the centralising pull of the Single European Market. It can be argued that regional authorities or national assemblies with a devolution of economic structures would provide this counter-balance, and go some way in also redressing the political deficit of the Community.

7 RESEARCH AND DEVELOPMENT

Recognising the relative decline in both public and private funds for research and development, long term policies and increased funding in real terms are vital to prosperity. These could include 'Innovation' units having links with industry, universities and polytechnics.

MACRO - ECONOMIC POLICIES

1. INTEREST RATES

Return to low real interest rates and use counter-cyclical mechanisms in response to troughs in the business cycle.

2. LABOUR MARKET

National labour market policies including economic monitoring and anticipation of the decline and growth of industries. This will require a large input of resources into training and retraining to both national and European standards.

3. NEW INVESTMENT STRUCTURES

- (a) A national investment fund. Much of the nation's wealth/savings is in house ownership where the free market has valued property a long way above its real value. This is seen as a problem tying up potential investment funds. To change market conditions it may well be that all fiscal preferential treatment of private sector housing should be removed except for certain vulnerable groups.
- (b) Regional industrial investment through banks/bonds; enterprise boards; regional and local authorities.
- (c) Tax incentives for company investment.
- (d) Cheap credit for investment expenditure.
- (e) Low real interest rates.
- (f) All public and public/private partnership investments to be linked to planning agreements.

4. PLANNING

National planning structures---sector by sector planning system involving government, industry, unions, consumers. A return to a larger manufacturing base must include legally binding pollution and environmental protection controls including powers of inspection. Trade Unions in a particular industry could have a key role in inspection.

LONGER TERM

1. SOCIAL OWNERSHIP

Development of new forms of public and social ownership including community enterprise, worker cooperatives and municipal enterprise together with national and regional support agencies and networks.

2. THE ENVIRONMENT

A creative approach to waste disposal and pollution. Mechanisms to encourage pollution abatement could include tax/subsidy incentives to bring pollution down below any legally enforced limit.

3. INFRASTRUCTURE

European dimension to infra-structure investment to join up the regions of Europe and develop inter-regional trade.

4. INFORMATION SERVICES

Information services are not only a growth sector of the economy but also open up the possibilities of new work patterns.

5. CULTURE

More resources into the arts and cultural areas of life, from 'national' to 'community' based initiatives.

6. INTERNATIONAL

- (a) A planned response to the opening up of the middle and eastern European markets--400 million consumers.
- (b) Raise the assistance to developing countries to at least 0.7% GDP (UN levels).
- (c) The Kreisky Commission's proposals on full employment in Europe are put forward within the context of economic growth of 3.5 - 4% per annum with employment expanding at 1.5% and unemployment falling by 1% per year. This needs European Governments to co-ordinate their economic policies for the Single European Market to succeed, especially in six key areas:

- | | |
|-----------------------------|------------------------------------|
| * environmental protection | * infrastructure investment |
| * technology and innovation | * culture and education |
| * information services | * East-West and North-South trade. |

Within this strategy co-ordinated manpower policies include:

- * the provision of efficient and comprehensive labour market information and employment service support harmonised across Europe, on which the carrying out of policy crucially depends;
- * such policies need to concentrate on high - unemployment areas and socially and economically disadvantaged groups;

THE LABOUR MARKET

"The division of society into classes involved in intense economic activity on the one hand, and a mass of people who are marginalised or excluded from the economic sphere on the other, will allow a sub-system to develop, in which the economic elite will buy leisure time by getting their own personal tasks done for them, at low costs, by other people"

(A.Gorz. 1989).

1. CONDITIONS

- (a) A minimum wage
- (b) Cuts in the length of the working week/year/life without loss of pay and deterioration in working conditions.
- (c) Full employment and social rights for part time workers.
- (d) The restructuring of the working day--reduction of working time--the flexible day--the availability of good child-care--good quality and relevant training--policies that respond to the needs of women returning to the labour market.
- (e) Paid leave for education and skill training.
- (f) Equal pay for work of equal value together with access for women to non-traditional areas of work.

2. DEMOCRACY

- (a) Trade Unions should have an emerging role in planning at national, regional, local, sector and plant level.
- (b) The development of models of industrial democracy. A minimum right of workers must be to consultation and the right to information.

3. RIGHTS

The post-war European consensus on labour market rights and conditions needs to be strengthened and improved in the areas of:

- (a) labour market security must be the political commitment to full employment in all member states; as per Section 120 of the Treaty of Rome: to use "economic measures to ensure full employment."
- (b) income security needs to include minimum wage machinery; trade union bargaining rights; social insurance and a progressive tax system;
- (c) employment security must provide protection for workers being made redundant and also clearly laid out procedures for dismissing an employee;
- (d) work security includes improving Health and Safety rules, limits to the length of working time, and guidelines for working unsocial hours.

4. THE ECONOMY

Wage negotiations under conditions of rising real wages must form part of a wider co-ordinated wage bargaining system based on an annual economic consensus involving employers, trade unions, and government.

THE CHARTER

1. A POLITICAL COMMITMENT TO FULL EMPLOYMENT
Massive programme of investment in inner cities and rundown rural areas. Investment to meet criteria of job creation and social need. A 35 hour working week and an end to systematic overtime.
2. EQUAL OPPORTUNITIES FOR ALL - AN END TO DISCRIMINATION A strategy for creating full employment must recognise that alongside job creation there has to be support programmes and legislation to combat the widespread discrimination existing in the labour market.
3. FULL MAINTENANCE FOR THE UNEMPLOYED AND UNDEREMPLOYED. A non means tested, non discriminatory benefit payable to all (including 16/17 year olds). A doubling of child benefit. All housing costs to be met, coupled with the adequate provision of low cost housing.
4. FULL RIGHTS FOR THE UNEMPLOYED AND UNDEREMPLOYED, including the right of all to join and fully participate in a trade union.
5. NO WORK CONSCRIPTION, an end to work for benefit schemes. No job or training course to pay less than the union negotiated rate.
6. GUARANTEED ACCESS TO QUALITY TRAINING AND RETRAINING.
7. ADEQUATE PROVISION OF CARE FOR ALL DEPENDANTS, including the provision of nursery and creche facilities to meet the needs of all those with childcare responsibilities.

NATIONAL UNEMPLOYED CENTRES' COMBINE

WALES

Wrexham.

NORTHERN

Newcastle, Sunderland, Darlington, Stockton, North Shields, Wallsend,
Blyth, Ashington, Workington.

NORTH WEST

Merseyside, Wallasey, Kirkby, Huyton, Prescot, Halton, Ellesmere Port,
Bebington, Wigan, Bury, Oldham, Blackburn, Bolton, Salford, Blackpool,
Leigh, Chester, Preston.

SOUTH YORKS

Barnsley, Rotherham, Sheffield, Dearne.

WEST YORKS

Wakefield, Leeds.

EAST MIDLANDS

Chesterfield, Worksop.

WEST MIDLANDS

Birmingham, Coventry, Nuneaton, Hanley, Sandwell.

SOUTH EAST

Southampton, Brighton, Worthing, Lambeth, Hackney, Hammersmith, Catford,
Bedford.

SOUTH WEST

Cinderford, Gloucester, Redditch, Bristol

EAST ANGLIA

Cambridge, Norwich.

LINKS WITH IRISH NATIONAL ORGANISATION OF THE UNEMPLOYED (INOU)

REPRESENTING CENTRES THROUGHOUT IRELAND; SCOTTISH T.U.C. COMBINE OF CENTRES
FOR THE UNEMPLOYED.

